



Governor Roy Cooper's budget for 2019-2021 includes better pay for teachers and principals and restores respect for the teaching profession. In addition to better pay for educators, his plan invests in professional development, teacher recruitment, classroom learning, school safety, and school construction.

Governor Cooper's budget supports better pay and respect for educators by:

Raising Teacher Pay

Governor Cooper's recommended budget raises teacher pay an average of 9.1% over two years with no teacher getting less than a 3% raise in either year, putting North Carolina on pace to become best in the Southeast within four years. His plan invests an additional \$199.1 million in FY 2019-20 and \$369.5 million in FY 2020-21 in educator compensation, bringing the total the state spends on teacher pay to over \$5.8 billion in FY 2019-20 and over \$6.0 billion in FY 2020-21.

See Table 1 at the end of the document for a comparison of the governor's recommended 2019-20 and 2020-21 salary schedules for the Bachelor's "A" lane to the 2018-19 "A" schedule.

Providing Raises for Veteran Teachers

The governor's teacher salary schedule rewards veteran teachers by providing salary increases for teachers and instructional support personnel for each year of service up to 30 years. Under the current schedule enacted by the General Assembly for FY 2018-19, veteran educators who work 15 years or more receive only one pay raise, which doesn't come until their 24th year of service.

Restoring Master's Pay

The governor's budget provides \$6.8 million to restore master's pay for teachers and instructional support personnel who have completed a master's in their field of teaching since 2013. In 2013, the General Assembly eliminated this pay increase for teachers who earned their master's degree after 2013, despite research showing that teachers with master's degrees in their field are more effective at raising student achievement.

Eliminating Teachers Paying for their own Substitutes

Currently, teachers who take personal leave days must cover the cost of substitutes for their classroom at a cost of \$50 per day. Aligned with his goal of restoring respect to the teaching profession, Governor Cooper's budget provides \$6.5 million to allow teachers to use their personal leave days when needed without having to pay for a substitute teacher.

Recruiting and Retaining Teachers

The budget invests \$6.6 million to recruit, retain, and support North Carolina's educator workforce, including expanding the Teaching Fellows program, help for new teachers, efforts to recruit and retain teachers of color, and supporting the "Grow Your Own" teacher cadet program to encourage high school students to become teachers.

Supporting the Teaching Profession

The governor's budget includes \$7.7 million to support professional development for teachers and school leaders to improve student outcomes, expand pilot programs for creating teacher leadership roles and teacher career pathways, and fund the cost of obtaining National Board for Professional Teaching Standards certification, the top certification available for classroom teachers.

Investing in Tools for Classroom Learning

\$29 million is included in the budget to increase funding for textbooks, digital resources, and instructional supplies for all North Carolina public school students.

Raising Pay for Non-Certified and Central Office Public School Personnel

Similar to state employees, the governor's proposal includes a cost-of-living increase of \$500 or 1.5%, whichever is greater, for the approximately 46,000 central office and non-certified public school personnel. In addition, the governor is proposing \$28 million to provide an additional \$500 salary increase for non-certified employees, including bus drivers, custodians, and teaching assistants.

Raising Pay for School Principals and Assistant Principals

Governor Cooper's recommended budget for 2019-2021 includes pay raises for principals and assistant principals, reduces the potential for large swings in salary for principals, restores supplements for advanced degrees, and recognizes what research shows – that experience as a principal matters for effective leadership and student outcomes.

Principals

The budget proposal includes an experience-based salary schedule for principals that addresses stakeholder concerns about the schedule implemented in FY 2017-18. It invests \$5 million in principal salaries in FY 2019-20 and \$9.9 million in FY 2020-21, increasing principals' base pay from \$66,100 to \$67,704 in FY 2019-20.

The recommended principal salary schedule pays principals based on their experience and how many students attend their school. The base salary schedule provides annual experience-based step increases based on years of experience as a principal and is tied to Step 10 of the "A" teacher salary schedule. Recognizing that managing a larger student population usually provides greater challenges and requires more skills and experience, the complementary schedule provides principals an annual supplement based on their schools' average daily membership (ADM).

See Table 2 at the end of the document for details on the base schedule for the governor's recommendation for principal salaries and Table 3 for the complementary schedule for supplements based on ADM.

Assistant Principals

The governor's recommended budget also includes pay raises for assistant principals. It continues the relationship between teacher and assistant principal pay and includes an additional \$5.6 million in FY 2019-20 and \$10.5 million in FY 2020-21 to fund the increase in assistant principal salaries resulting from the increases in the governor's recommended "A" teacher schedule.

Upgrading K-12 Public School Buildings

North Carolina public schools need more than \$8 billion in construction, repairs, and renovations statewide, and our state's children deserve safe, clean, and comfortable places to learn. To help meet this need, Governor Cooper's recommended budget includes a bond proposal, Invest NC. This \$3.9 billion bond package includes \$2 billion for K-12 public schools. If voters approve the bond, each of the state's 100 counties will receive at least \$10 million to support public school construction, repairs, and renovations.

Ensuring Safe and Healthy Schools

To help ensure that our students have access to safe, healthy, and supportive learning environments in our public schools, Governor Cooper's recommended budget includes \$55 million in school safety improvements and support for meeting students' mental and physical health needs. These recommendations include \$40 million in flexible, recurring funding for school districts to hire up to 500 more school counselors, nurses, social workers, psychologists, and school resources officers. Every school district will receive funding to hire at least one of these specialized support personnel.

The governor also proposes \$15 million nonrecurring to help school districts make safety and security improvements to K-12 public school buildings. The funds can be used for training, communication system upgrades, equipment purchases, audio-visual security monitoring, panic alarms, improved doors, and other security features to prevent and respond to threats.

Table 1: Teacher Monthly Salary Schedule, Comparison of "A" Lane

Years of Experience (Step)	"A" Schedule 2018-19	Governor's Recommended "A" Schedule	
		2019-20	2020-21
0	\$ 3,500	\$ 3,625	\$ 3,750
1	3,600	3,725	3,850
2	3,700	3,825	3,950
3	3,800	3,925	4,050
4	3,900	4,025	4,150
5	4,000	4,100	4,225
6	4,100	4,175	4,300
7	4,200	4,250	4,375
8	4,300	4,350	4,470
9	4,400	4,450	4,570
10	4,500	4,550	4,650
11	4,600	4,650	4,700
12	4,700	4,750	4,800
13	4,800	4,850	4,900
14	4,900	4,950	5,000
15	5,000	5,050	5,110
16	5,000	5,150	5,210
17	5,000	5,180	5,310
18	5,000	5,210	5,350
19	5,000	5,240	5,390
20	5,000	5,270	5,430
21	5,000	5,290	5,470
22	5,000	5,310	5,510
23	5,000	5,330	5,550
24	5,000	5,350	5,590
25	5,200	5,370	5,620
26	5,200	5,390	5,650
27	5,200	5,410	5,680
28	5,200	5,430	5,720
29	5,200	5,460	5,760
30+	5,200	5,500	5,800

Table 2: 2019-2021 Base Principal Salary Schedules

Years of Experience as a Principal (Step)	Governor's Recommended Schedule	
	2019-20	2020-21
0	67,704	69,192
1	69,058	70,576
2	70,439	71,988
3	71,848	73,428
4	72,926	74,529
5	74,020	75,647
6	75,130	76,782
7	76,069	77,742
8	77,020	78,714
9	77,790	79,501
10	78,568	80,296
11	79,354	81,099
12	80,148	81,910
13	80,949	82,729
14	81,758	83,556
15	82,576	84,392
16	83,402	85,236
17	84,236	86,088
18	85,078	86,949
19	85,929	87,818
20+	86,788	88,696

Table 3: 2019-2021 Complementary Principal Salary Schedule

Avg. Daily Membership	Annual Supplement
0-400	-
401-700	\$1,000
701-1,000	2,500
1,001-1,300	4,000
1,300-1,800	5,500
1,800 +	7,000